

Chico Police Department
Police Community Advisory Board



Thursday, June 17, 2021

8:00am – 10:00am

**City Council Conference Room 1
421 Main Street**

Group Agreements

- Be Respectful • Stay Fully Present • Speak and Listen from the Heart • Expect and Accept Non-Closure •
- Hold the Complexity of Other's Experiences Without Judgment • Maintain Confidentiality •

AGENDA

- I. Opening Remarks – Chief Madden
- II. Training – Gloria Halley & Tray Robinson
- III. Schedule of Future Topics
 - a. July – All Board Meeting
 - b. August – Communication/Messaging
 - c. September – Support Service Units
 - d. October – Recruitment/Hiring/Retention & Officer Safety and Wellness
 - e. November – All Board Meeting
 - f. December – Final Report Review

Chico Police Department | Police Community Advisory Board (PCAB)
City Council Conference Room 1 ~ 421 Main Street
June 17, 2021 8:00am – 10:00am

BOARD MEMBERS PRESENT:

Chief Matt Madden, Giovanni Tricerri, Antonio Arreguin-Bermudez, Gloria Halley, Julia Yarbough, Tray Robinson

ALSO PRESENT:

Training Sgt. Joel Schmid, Training Admin Assistant Carly Gott, PIO Michelle Walker, Admin Analyst Crystal Peppas

OPENING COMMENTS

Chief Madden opened the meeting. PCAB is scheduled to make a presentation to City Council on August 3rd, with PCAB members on hand to answer questions. A PowerPoint presentation will be created highlighting the new structure and members of PCAB. **Jovanni** stated he is excited about the new format of PCAB with co-facilitators for the discussions and then added that depth of information has been enlightening already.

Chief Madden introduced the Chico PD Training Unit - Sgt. Joel Schmid and Administrative Assistant Carly Gott. Previously, a civilian oversaw the coordination of the training for the department. Training has been restructured for oversight by a sergeant with an assistant. The Training Unit has broken down the training requirements for all police department positions and organized them in a matrix. The Training Matrix includes assigned positions and collateral duties/specialties along with associated mandated, essential, and recommended trainings.

DISCUSSION

Gloria read the group agreements, located at the top of the agenda. The agreements are a guide to thoughtful communication and the commitment of PCAB to its mission.

Tray said he supports the new direction of the board. The advisory component and ability to provide recommendations to the Chief is appealing and feels more productive than in previous board structures. Tray also noted that training is a hot topic. He was involved with the Chico State Police Department and the report they recently released, which is very educational and worth reading. Tray said he views training through the lens of diversity and believes that cultural diversity training should change and vary, relative to what is happening in the city and/or nationally.

Sgt. Joel Schmid stated that he would be providing an overview of the content of the Chico PD Officer Training program. The Training Matrix is a working document and identifies mandated, essential, and recommended training.

Mandated training is necessary training to fulfill California and Federal requirements. Essential training is not mandated by law but is needed to perform specific duties. An example of essential training is an Armorer taking a pistol or repair course; it is not mandated, but it is common sense that an Armorer should be proficient in this skill. Recommended training is a catch all for the training that there is a consensus would be beneficial to officers but is not mandated or essential. The Training Unit meets with staff and supervisors with a series of questions to create a needs assessment for recommended training for the year. These requests, as well as the budget, are taken into consideration.

The Commission on Peace Officer Standards and Training (POST) sets the minimum selection and training standards for California law enforcement. Training requirements are broken down into a two-year cycle. There is a minimum of 97 hours of mandated training every two years per officer. The number of actual training hours may be more, dependent on specialty assignment or additional duties that the officer performs. Some collateral assignments include Armory, Bomb Squad, Crime Scene Investigator, Crisis Negotiation Team, etc.

24 hours of continuing education is also required every two years. 16 of those hours are refreshers of perishable skills such as Emergency Vehicle Operation Course (EVOC), Firearms, and Use of Force and 8 hours are discretionary. Some of the minimum requirements for perishable skills may not be deemed adequate and more training is provided based on funding and time.

The Chico Police Department has an A Side that works Monday – Thursday and a B Side that works Friday – Saturday. Half of the department trains one day every month, and the other side covers shifts during that training. De-escalation/Crisis Intervention Training (CIT) will be a total of four days. To train the A and B side, CIT essentially takes four months to complete. Rather than sending officers away for this training, which can be costly with travel, per diem and overtime, Chico PD contracted a CIT Course in-house that has been POST certified. POST certification ensures the course is credible and this training may even expand to be provided to agencies outside of Chico PD.

When the training budget is expended for the fiscal year, the amount of training that can be provided is over. As mentioned before, to send officers away to training is very costly. The more Chico PD can do to develop courses in-house, bring trainers to Chico and utilize local resources, the better it is on the budget. The annual training budget has been at a baseline of \$185k. Next fiscal year, that baseline budget is increasing to \$300k. The Training Unit hopes that the expansion of the budget allows for more “essential” training to occur, above and beyond the mandatory training.

Some training is POST reimbursable. The level of reimbursement may include registration, travel and per diem based on the various POST plans. Currently, when Chico PD gets reimbursement from POST for officer training, the funds go directly into the City’s General Fund, not back into the Police Department’s training budget. If the POST reimbursement were to come back to the Police Department it would perpetuate training; the more you train, the more POST funding comes back, and the more training can occur. There is some momentum with Council to change where POST reimbursements are credited to. However, that may be a discussion for future fiscal years as the training baseline budget was just increased for the upcoming year. **Chief Madden** noted that when the State faces financial difficulties, POST reimbursement is often not available. So, the police department needs to be able to train within the means of the City’s budgeted allocation.

Gloria said that while looking at the mandatory requirements, the initial 5 hours of racial and cultural diversity training with 2-hour refresher course every five years really stands out to her. Gloria says she works with racial and cultural diversity all the time and is still learning. She wondered if more training could be provided with 24/7 access to virtual learning. Asynchronous training could prove to be effective and less expensive than traditional methods. Officers could train alone or with peers, along with onsite coaching, to imbed the knowledge and develop skills. **Sgt. Schmid** said an example where Chico PD recently utilized an asynchronous method was in a three-day training for the Peer Support Team.

Tray asked if the Training Unit receives assessment feedback from participants after a training. **Sgt. Schmid** responded yes. There is after action/course evaluation and informal polling by the Training Unit. This type of feedback can be very valuable. For instance, there is a range school in San Mateo that has received high ratings from officers for being more effective, less antiquated, and with reduced down time than other schools. So, this is now the preferred range school for the department.

Gloria said that in her organization, attendees to trainings are required to sign off that they will incorporate the training into their work and train others which promotes capacity building and multiplies the benefits.

Chief Madden stated it is important that when officers go away to training, that they glean the information and share it with others. Assessment feedback from staff is important and helps the Training Unit get the biggest bang for the training buck.

Chico PD is a very young organization. Patrol probably has five to seven years of experience on average and the mid-level managers are young as well. One great program for supervisors is the Sherman Block Supervisory Leadership Institute. It is a voluntary thirteen-month program designed to stimulate growth, leadership, and ethical decision-making in law enforcement front-line supervisors. Sharing the knowledge and skills learned in a course of this caliber benefits the entire organization.

Sgt. Schmid said that scenario-based and reality-based training environments are effective building blocks. Realistic scenarios raise stress and anxiety and by training through these circumstances, foundation skills such as decision-making and competency rise. However, it takes a lot of time to develop the scenarios, find role players, work through variations based on different responses and to run it all through on a tight training schedule.

Tray stated he had worked with the hospital to re-write some training scenarios for staff and it was important that they were realistic. He suggested using diverse members from the community, unfamiliar to the officers, to add another layer and amplify the reality of the training scenarios.

Sgt. Schmid also said that virtual reality technology is up and coming in law enforcement training. A recent demo of a program from a vendor provided a 300-degree view with high definition and diverse actors for an immersive experience. It even administered shocks for stress to elevate the heart rate and added to human performance factors. The program has a huge upfront cost, but the rewards could be exponential. Another training program that looks at human performance factors is the Force Science Institute. Force Science has a two-day course that looks at the psychological and physiological factors that affect sensory perception, decision making, performance and memory in high-threat events. The Force Science course is not currently POST certified.

Gloria stated that humans often go into flight, fight, or freeze mode and asked if the police department ever works on active shooter training. **Sgt. Schmid** said that Chico PD holds a 10-hour active shooter day that is very holistic with department and City staff, Community Service Officers, Animal Control, and mutual aid with the Sheriff's Office and CHP. It is typically held at the mall, school, or other local facility. Chico PD also has held training for employees at vulnerable locations, like when Enloe's new building opened. The training for these employees is the same as our department training and helps participants know who they are in a crisis and develop a plan for how they react.

Jovanni shared that some community concerns include de-escalation and use of force, officers' ability to interact with emotional intelligence, and the culture of police departments in general with top-down command structures and control. Minimum training standards are not wrong, but by the time an officer has enough training to learn how to operate with command and control in conjunction with emotional intelligence, they are promoted and not out on street patrol anymore. Putting aside the mandatory training, what training do today's officers really need to be well rounded? How can a police department utilize technology and maximize types of training that improve human performance, enhance emotional intelligence, and promote cultural awareness? These are topics that may need deeper discussion.

Julia suggested that public relations could go a long way to help the community understand what goes into the officer training program, the budget, and the constraints on hours and staffing coverage while training. The City's website could be a tool to show the public what goes into the training program and what the needs are. Another idea is thinking outside the box and pursuing alternate funding avenues (outside of typical law enforcement grants) for technology such as virtual reality, that can be applied to police training. Perhaps there is a philanthropic arm of a tech company like Oculus that would want to partner on a virtual reality project that overlaps law enforcement training, science, and technology. Lastly, since Chico PD is a young team, a component of training could be created by pulling information together from those officers who are leaving the organization. It is important to gather and share that kind of institutional knowledge before it walks out the door.

Chief Madden stated that law enforcement is working on transparency in general. For Chico PD, training overviews are posted on the City's website, as are department policies. He believes in the value of institutional knowledge, developing staff and setting people up for success. The department may overfill a position for some time to train incoming officers or even have a retiring officer pulled off the street in their last year to work in a training capacity.

Antonio said that the Training Matrix was helpful, and he would like to see officers to learn informal and formal commands in Spanish added as recommended training.

Jovanni closed the meeting by suggesting that PCAB members put together a list of recommendations, including a wish list of items not on the current Training Matrix. Then, the board can hone-in on those recommendations at the July meeting for Tray and Gloria to include in their summary report.